

A woman in a white tank top and red pants is captured mid-jump on a sandy beach. A long, white, sheer fabric is flying through the air above her, creating a dynamic, flowing shape. The background features a clear blue sky and the ocean with white-capped waves. The overall scene conveys a sense of freedom, movement, and vitality.

# Driving Down Worker's Compensation Costs through Injury Prevention Programing

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UC Irvine Campus Recreation



# I was given \$100,000

- The Chief Risk Officer at the UC Office of the President decided to give seed money to each UC school's HR department (10 total)
- Money was used to fund the start up of WorkStrong program, i.e. coordinator position, equipment, supplies



- UC recreation directors requested funding for a “Biggest Loser” type program.
- Instead, the Office of the President created an injury prevention program for individuals with two or more worker’s compensation claims, aka, WorkStrong.
- Occupational Doctor’s of each UC school were on board.



UNIVERSITY of CALIFORNIA  
OFFICE OF THE PRESIDENT



2<sup>nd</sup> Injury Occurs & Worker's  
Compensation Claim is Filed

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graph TD; A[2nd Injury Occurs & Worker's Compensation Claim is Filed] --> B[Occ Health Physician Refers to WorkStrong]; B --> C[3rd Party Administrator (Sedgwick) Approves Claim]; C --> D[Client Begins 12 Weeks of Individualized Care]; D --> E[Claim is Closed After Completion of Program]; E --> F[Send Statement to Sedgwick for $80/Session, or $3,000/client.];
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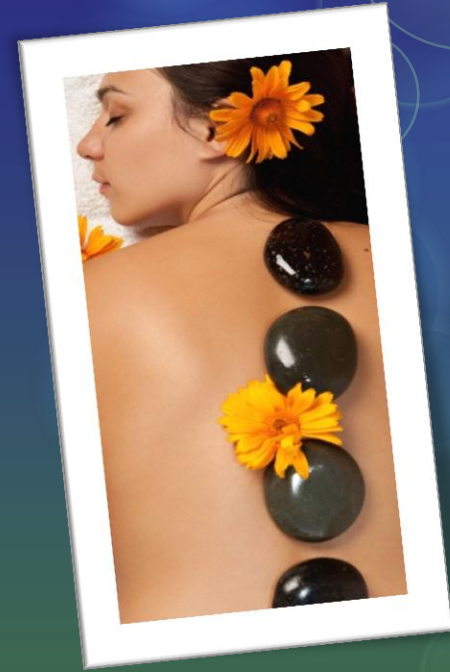
Client Begins 12 Weeks of  
Individualized Care

Claim is Closed After  
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Send Statement to Sedgwick for  
\$80/Session, or \$3,000/client.



# So what does WorkStrong look like?



- 6 month free membership
- Pre/Post testing
- 12 weeks corrective exercise training
- Dietician counseling
- Massage therapy
- Ergonomic evaluation

- Postural Assessment
- EAP facilitation
- Cooking demonstrations & Classes
- Stress management, lifestyle balance education
- Post-graduation plan

- Blood sugar  
>100
- No Cholesterol  
Medication
- No Blood  
Pressure  
Medication
- Educates her  
coworkers and  
family about  
nutrition



## Esperanza's Story



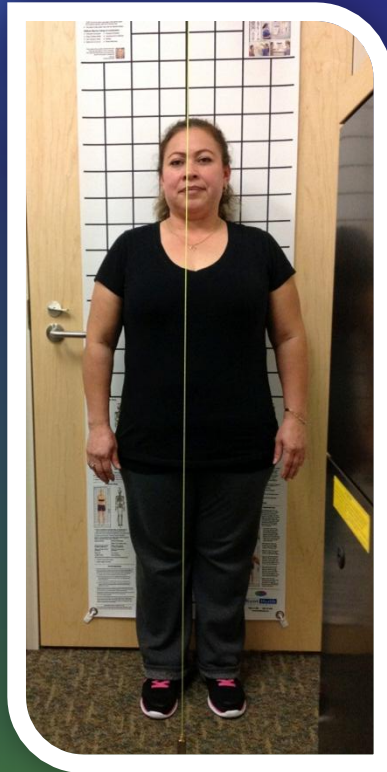
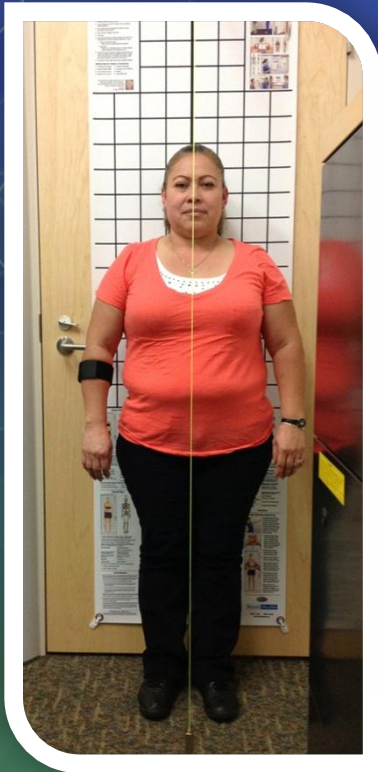
# Corey's Story



- Lost 24 pounds in 16 weeks
- Back pain almost non-existent
- Improved posture
- Excited to go back to work
- Motivated to go fishing again

# Rosa's Story

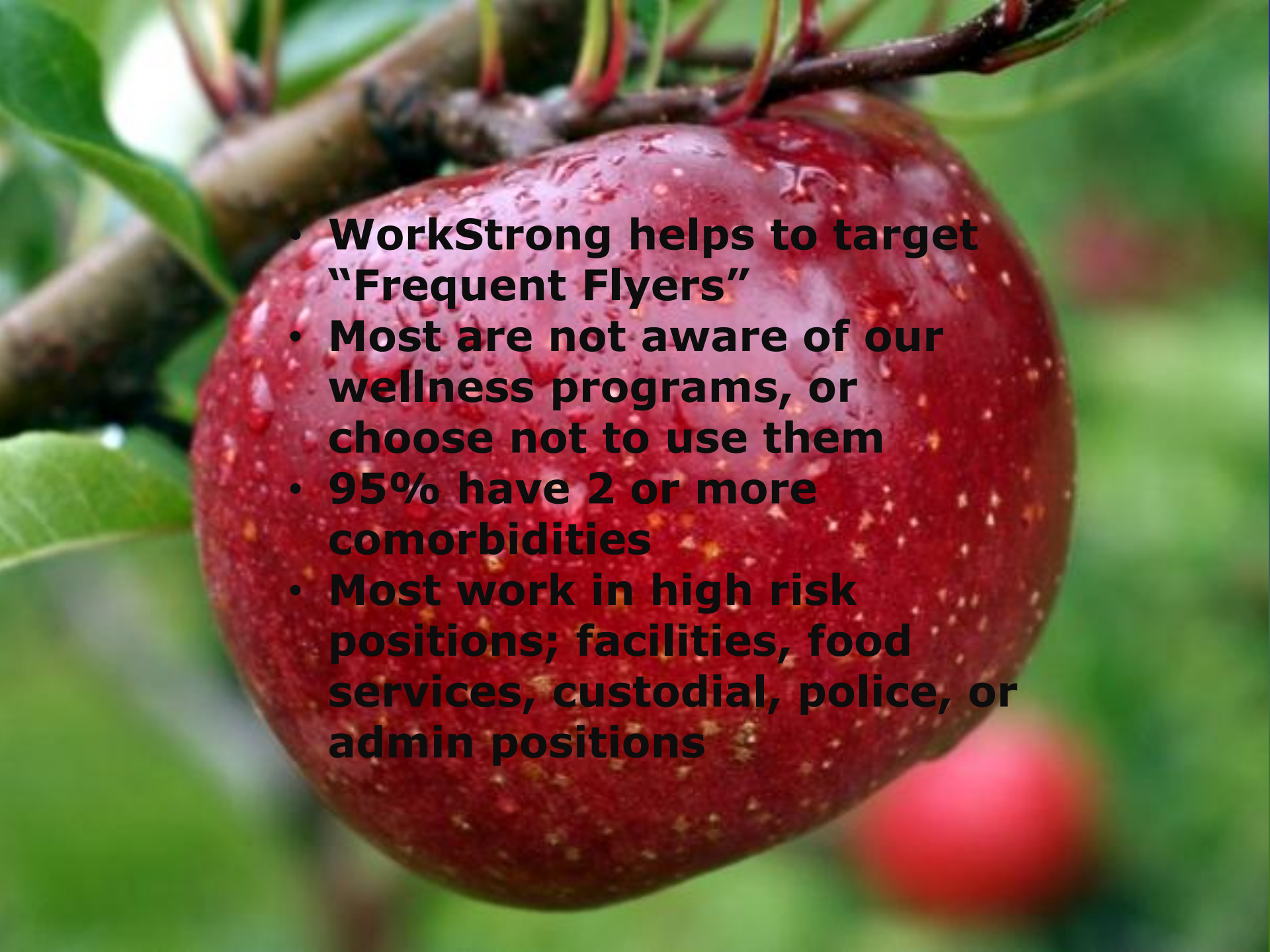
- Eliminated pain from tendinitis in 2 weeks of WorkStrong that Physical Therapy didn't undo in 4 weeks.



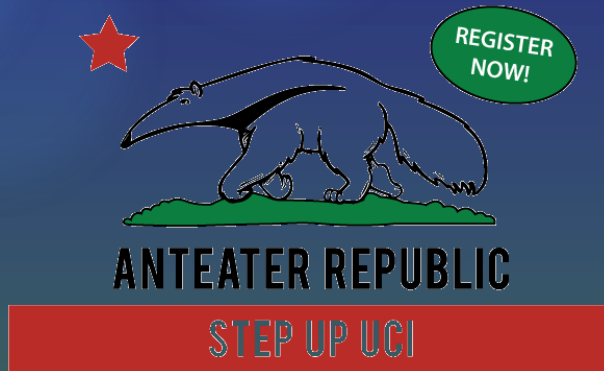
- Reported significantly less stress at work and at home.





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- **WorkStrong helps to target “Frequent Flyers”**
  - **Most are not aware of our wellness programs, or choose not to use them**
  - **95% have 2 or more comorbidities**
  - **Most work in high risk positions; facilities, food services, custodial, police, or admin positions**

# Prevention is the name of the game at UCI



know **YOUR**  
**numbers**



MAINTAIN  
**DON'T  
GAIN**  
CHALLENGE





**wellness**  
**PAY\$**

...we know this!!

# UC Irvine Main Campus - Self Insured Premiums

2010-2011  
\$0.42/\$100  
of payroll

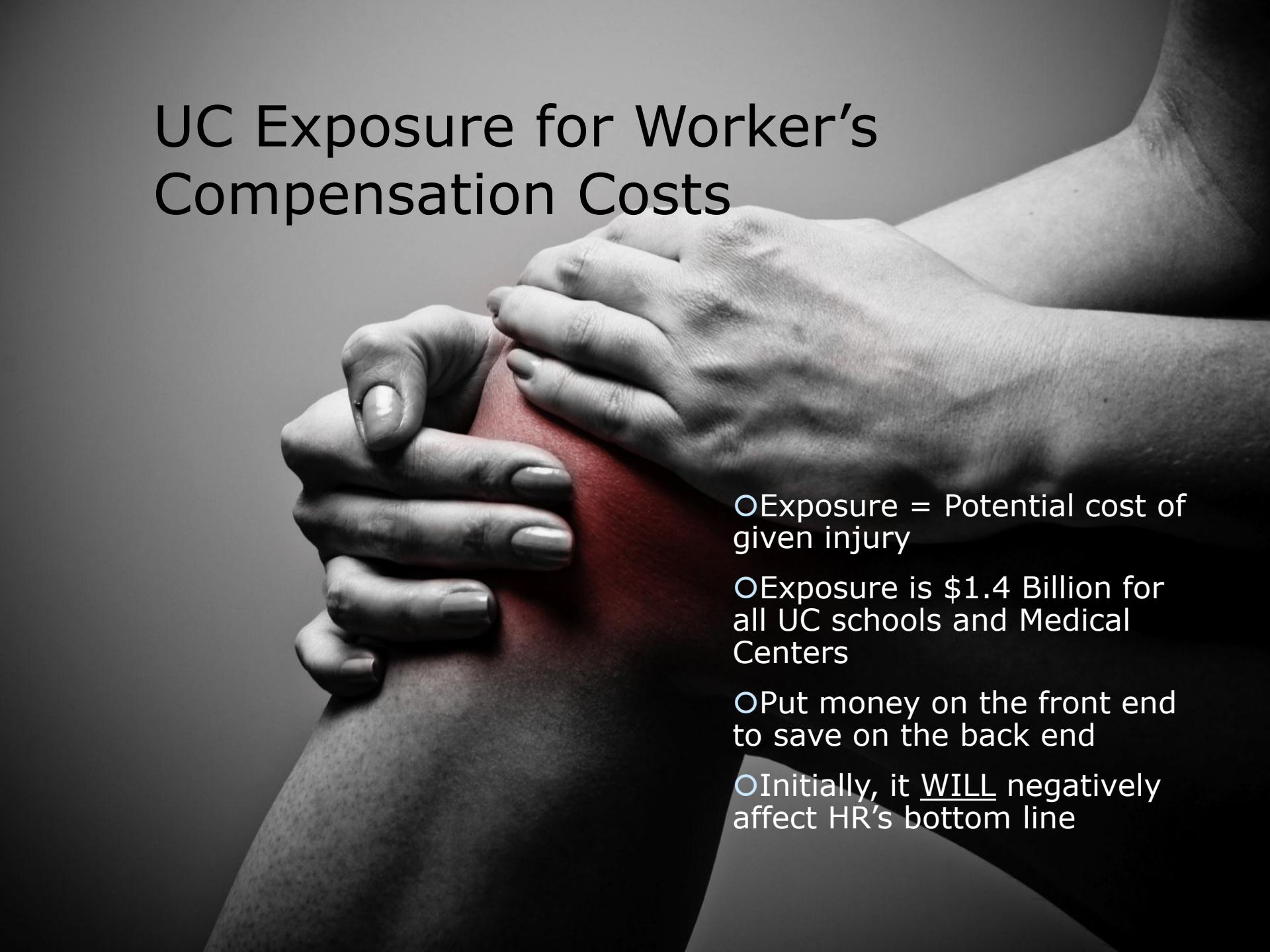
2011-2012  
\$0.34/\$100  
of payroll

2012-2013  
\$0.33/\$100  
of payroll

- The average UC premium is \$0.64/\$100 of payroll
- ***UC Irvine Medical Center is almost \$3.00/\$100 of payroll!!***



# UC Exposure for Worker's Compensation Costs



- Exposure = Potential cost of given injury

- Exposure is \$1.4 Billion for all UC schools and Medical Centers

- Put money on the front end to save on the back end

- Initially, it WILL negatively affect HR's bottom line

# What's the Return on Investment for WorkStrong?



- It will take at least 5 years before we have solid data
- All claim numbers and client metrics are tracked
- Client testimonials and positive lifestyle changes offer insight into possibility of savings to the university



The background of the infographic is a dramatic photograph of a person in silhouette jumping over a dark cliff edge. The person is in mid-air, with arms outstretched, against a bright, cloudy sky with sunlight rays breaking through. On the left side, there is a vertical stack of six blue chevron-shaped boxes pointing to the right. Each blue box contains a goal or benefit in white text. To the right of each blue box is a corresponding light blue chevron-shaped box pointing to the right, containing a specific outcome in black text. The overall theme is one of overcoming challenges and achieving positive results through various lifestyle and workplace interventions.

Increase  
Activity Levels

Decreased Comorbidity  
Risk & Increased Energy  
Levels

Increase  
Strength

Decreased Severity of  
Injury

Improve  
Posture

Reduced Contributing  
Factors of Injury

Improve  
Understanding  
of Nutrition

Empowered to Make  
Healthy Choices

Enhance  
Mindfulness &  
Reduce Stress

Improved Engagement &  
Presenteeism

Workplace  
Climate of  
Appreciation

Happier & More  
Productive



Questions?

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